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CITY OF BELLEVUE, WASHINGTON

ORDINANCE NO. 3366

AN ORDINANCE amending pay ranges and pay rates of the City's 1984 Compensation Plan to reflect a 3% total increase over pay ranges and pay rates which were in effect on December 31, 1983; granting a one-time compensation payment; and amending the 1984 Budget and Compensation Plan as adopted by Ordinance No. 3314.

WHEREAS on December 5, 1983 the City Council, by Ordinance No. 3314, adopted the 1984 Compensation Plan as part of the budget for the City of Bellevue for 1984; and

WHEREAS the 1984 Compensation Plan provides in Section 1.00 for a 2% increase, effective January 1, 1984 in all pay ranges of the "E" and "G" pay plans and a 2% increase in individual pay rates in the "G" pay plan; and

WHEREAS the City has historically granted comparable general wage adjustments to its unrepresented employees as to its non-uniformed represented employees; and

WHEREAS the City granted general wage increases to non-uniformed represented employees of 3% for the year 1984; and

WHEREAS, in order to implement the intent of the City Council to retain parity between its unrepresented employees and its non-uniformed represented employees, it is necessary to increase the general wage adjustment for 1984 for non-represented employees from 2% to 3% effective June 1, 1984; and

WHEREAS said general wage adjustment should relate back to January 1, 1984 to carry out the intent of the City Council at the time that it adopted the 1984 Budget that there be parity between non-uniformed represented employees and unrepresented employees; and,

WHEREAS said general wage adjustment should be in the form of a one-time lump sum compensation payment equal to 1/12 of 1% of an employee's annualized salary for each full calendar month of service completed between January 1, 1984 and May 31, 1984 at the rate in effect during each respective month of service, now, therefore,

THE CITY COUNCIL OF THE CITY OF BELLEVUE, WASHINGTON DOES ORDAIN AS FOLLOWS:

Section 1. Ordinance No. 3314, adopting the budget of the City of Bellevue for the year 1984, and adopting the 1984 Compensation Plan by reference therein, is hereby amended by amending the 1984 budget and by

amending the 1984 Compensation Plan to provide that all pay ranges of the "E", "G" and "I" pay plans which were in effect on December 31, 1983 are changed to reflect a 3% total increase over the rates in effect on December 31, 1983 and to provide that individual pay rates in the "G" and "I" pay plans in effect on December 31, 1983 are changed to reflect a 3% total increase over the ranges which were in effect on December 31, 1983.


Section 2. Each regular employee covered by the "G" or "I" pay plan on May 31, 1984 shall, in addition to any other compensation provided pursuant to the 1984 Compensation Plan, receive a one-time lump sum compensation payment equal to the amount determined by adding the salary received by such employee, including overtime pay, for each pay period between January 1, 1984 and May 31, 1984, dividing the resulting sum by 1.02, multiplying the resulting quotient by 1.03 and subtracting from the resulting product the total amount of salary including overtime pay, actually received by such employee for all pay periods between January 1, 1984 and May 31, 1984.

Section 3. The adjustment in pay ranges and pay rates authorized in Section 1 of this Ordinance shall take effect on June 1, 1984.

Section 4. This Ordinance shall be published by posting it in the three official posting places of the City, and shall take effect and be in force five days after the date of posting.


PASSED by the City Council this 7th day of May, 1984, and signed in authentication of its passage this 7th day of May, 1984.

(SEAL)

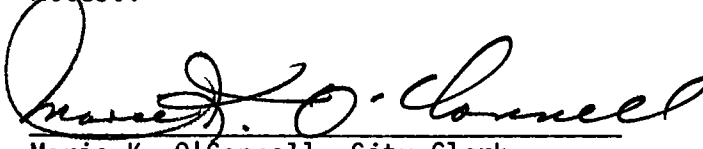

Cary E. Bozeman, Mayor

Approved as to form:

Richard L. Andrews, Acting City Attorney


Richard L. Kirkby, Assistant City Attorney

Attest:


Marie K. O'Connell, City Clerk

Published May 12, 1984